

Relationship Between In-Service Training and Employees' Feeling of Psychological Ownership

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Abstract : This study verified the relationship between in-service training and employees' feeling of psychological ownership. This research applied a descriptive survey that investigated a correlation between variables. The target population was 140 employees of a Drilling Fluid and Waste Management Service Company, and the sample was 123 employees who were selected randomly and encouraged to complete an electronic questionnaire which was designed based on standard questionnaires for research variables covering 62 questions. The face validity of the questionnaire was supported by an experimental test, and its content validity was approved by the thesis supervisor and consulting advisor. For the descriptive statistics frequency tables and diagrams, measures of central tendency such as mode, median, and mean and measures of variability such as variance, standards deviation, and quartile deviation were used. In the inferential statistics section, the Pearson correlation coefficient was used to verify the relationship between the variables of the research. According to the results, all of the research hypotheses were supported. According to hypothesis 1, there was a positive and significant relationship between training policy-making and employees' psychological ownership ($r=0/408$, $\alpha=0/05$). According to hypothesis 2, there was a positive and significant relationship between training planning and employees' psychological ownership ($r=0/446$, $\alpha=0/05$). According to hypothesis 3, there was a positive and significant relationship between providing the training and employees' psychological ownership ($r=0/512$, $\alpha=0/05$). According to hypothesis 4, there was a positive and significant relationship between training performance management and employees' psychological ownership ($r=0/462$, $\alpha=0/05$). According to hypothesis 5, there was a positive and significant relationship between employees' motivation and psychological ownership ($r=0/694$, $\alpha=0/05$). Therefore, through systematic in-service training, which is in the same line with the strategic goals of an organization and is based on scientific needs analysis, design, implementation, and evaluation, it is possible to improve employees' sense of psychological ownership toward an organization.

Keywords : in-service training, motivation, organizational behavior, psychological ownership

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